

HMH-464 “CONDORS”

EQUAL OPPORTUNITY AND SEXUAL HARASSMENT POLICY

As the Commanding Officer of HMH-464, it is my legal and moral obligation to establish a command climate that is disciplined and professional, supports mission accomplishment, and provides an opportunity for every Marine, Sailor, civilian employee, and our families to achieve their goals while serving honorably. Let me be perfectly clear: Discrimination or Harassment of any kind will not be tolerated in the Condor family. Maintaining the dignity of every member of this command is a bedrock principle of my ethos of Leadership, Attitude, and Warfighting. To that end, I will handle any charge immediately and appropriately.



CONDORS DON'T DISCRIMINATE OR HARASS! – We don't discriminate or harass, regardless of age, race, gender, religion, ethnic background, sexual orientation, or social upbringing. Equal opportunity (EO) is everyone's responsibility – treat people with dignity and respect. Our mission is too important and our people are too valuable to give narrow-mindedness, bigotry, undisciplined behavior, or unprofessionalism a vote. In accordance with MCO P5354.1, HMH-464 will provide an environment of equal opportunity for all military and civilian members where sexual harassment or discriminatory conduct is not tolerated.

Reporting procedures for discriminatory and/or inappropriate behavior are established to provide each individual with a means to seek redress of any known or suspected acts of discrimination or harassment. There are two avenues to report inappropriate behavior, Informal and Formal. All formal complaints will be reported to the CMC, via the DASH, even when IRS is utilized. Installation EOAs will assist commanders in submitting DASH reports.

Informal Resolution System (IRS): The IRS is comprised of three sections: Behavior Zones (Red, Yellow, and Green), Roles of those involved (Recipient, Offending Person, Other Person, and Supervisor), and Resolutions (Direct, Informal Third Party, and Training Information Resources). Personnel should always consider using the informal method whenever possible, as this is the most expeditious means to attempt resolution and restore the trust necessary for unit cohesion.

Formal Resolution System (FRS): The FRS method is used to seek a formal resolution to a complaint of inappropriate behavior. Formal allegations can only be resolved by the Commanding Officer. Anyone within the chain of command who receives a formal complaint will forward the complaint immediately to the CO.

If you feel you are being discriminated against or harassed and cannot resolve the problem, notify the Equal Opportunity Advisor, or someone in the chain of command. I assure you that your complaint will receive prompt and appropriate attention. Substantiated violations of this policy will not be tolerated and will be dealt with in accordance with the UCMJ.

Additionally, the following circumstances will not be tolerated:

- Any person that knowingly files a false accusation of discrimination or sexual harassment.
- Those in a supervisory or leadership position that condone or ignore discrimination or sexual harassment of which he/she has knowledge or has reason to have knowledge.

A blue ink signature of a man, likely the Commanding Officer, written in a cursive style.

Semper Fidelis,
Lieutenant Colonel Dennis W. Sampson Jr.
Commanding Officer, HMH-464